



United States Mission to the OSCE

Response to the Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equity

As delivered by Ambassador Julie Finley
to the Permanent Council, Vienna
July 12, 2007

Thank you, Mr. Chairman.

We would like to thank the Secretary General, the Gender Unit, and all those in various OSCE structures who contributed to this report.

We adopted our Gender Action Plan in 2000. This is the second annual discussion of the implementation of that Plan in the PC. We are pleased to note that there has been some progress in the past year, including a small but steady increase of women in professional posts. Training has increased. However, we believe much more could be done.

Currently, the OSCE has only one female Head of Mission; we welcome from our members the nomination of well-qualified candidates to fill these critical positions. According to the report, "the percentage of women in management positions has not experienced any change over the last three years, still representing only 17 per cent." We should, of course, consider ways to ensure we are getting the best people for the available positions, no matter what their gender.

It is very important that the OSCE's own house is in order as it assists participating States promote equality of opportunity between women and men. We welcome the new "Guide on the OSCE Policy against Harassment, Sexual Harassment, and Discrimination." OSCE staff should know their rights and how to document and resolve problems that may arise. We count on senior management to ensure a professional environment in the workplace. It remains a matter of concern that the training for our senior managers on this issue has not happened. This should be a priority.

We appreciate the list of gender-related projects being conducted in the field missions, and believe there should be no linkage between the broad responsibility and a single focus on gender equality.

We thank all those involved in preparing this report. We appreciate when the Secretary General gives us periodic updates on how things are proceeding, particularly concerning senior management.

Thank You, Mr. Chairman.